



# Inside Corrections

December/January 2012, Volume 18

Indiana Department of Correction Employee Newsletter



## From the Commissioner

Bruce C. Lemmon

**W**ith the Holiday season upon us and another year coming to an end, I want to thank each of you for all of your hard work to make 2012 another successful year for the Indiana Department of Correction. I am proud to work with such talented and dedicated people.

In the past two (2) years of our administration, we have seen many achievements, along with growth and change, but despite the challenges, you have remained steadfast in your commitment to the IDOC and its mission. Over the course of my career, I have come to find that the Holiday times become even more special when you have extraordinary and committed staff to share them with. I am deeply grateful to have you on my team as we move forward to the opportunities ahead.

As we join our families and friends to celebrate the Holidays, it is also a time for reflection. Please join me in thanking all of your co-workers and partners, without whom our achievements would not have been possible. I hope you never forget that your contributions make our agency one of the best in the nation, of which I'm humbled to be reminded of constantly.

I wish you and your family a safe, joyous, and happy Holiday season and a prosperous New Year! ■

*Happy Holidays!*

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## The Department's Vision & Mission

### VISION

As the model of public safety, the Indiana Department of Correction returns productive citizens to our communities and supports a culture of inspiration, collaboration, and achievement.

### MISSION

The Indiana Department of Correction advances public safety and successful re-entry through dynamic supervision, programming, and partnerships.

# Engaging the Community

By Randy Koester, Deputy Commissioner of Re-Entry



In today's society, there is a strong emphasis on what is termed justice, but often ends up looking a lot more like vindictiveness. The rally cry too often seems to

be "Forget about them...let them rot in prison!" Upon release, the previously incarcerated often have difficulty finding acceptance in their communities, in their neighborhoods, and in the workforce. While the work done by both staff and offenders during incarceration is essential, it is also important for the community to welcome them home with opportunities for success. How can we go from a society bent on justice to communities open to offering returning offenders a second chance?

Commissioner and I believe that Community Advisory Boards (CAB) are situated for just such a challenge. The members of these boards are usually movers and shakers within

their communities who recognize that re-entry is an important public safety issue. They are uniquely positioned to educate their peers not only on the importance of the issue, but also on ways they can make a difference. Some groups, such as those in faith organizations, are sympathetic to the plight of returning offenders. These groups could learn from CAB members practical ways to help, such as securing housing. Members could provide business leaders information on the benefits available for those willing to hire former offenders. Building a network of agencies, organizations, individuals, and businesses skilled in meeting the needs of returning offenders is a mission ideally suited for the Community Advisory Boards.

As we move forward into 2013, it is my hope that we can increase the strength and effectiveness of these boards by helping them reach out to their communities for the benefit of returning offenders, and therefore public safety. ■

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# RRRP Provides New Opportunities for Short-term Offenders

By David Liebel, Deputy Director of Religious and Volunteer Services

**T**he Reformatory Residential Re-Entry Program (RRRP) is an excellent opportunity for level one offenders to develop core values and skills that will help reduce their risk of re-offending and returning to the Indiana Department of Correction.

RRRP is modeled on the PLUS program, which has expanded over the past seven years to every level two and above adult facility with impressive results. Graduates of the 12-16 month PLUS program have experienced significantly reduced conduct reports and a return to incarceration rate of less than 20%. "I was impressed with the changes I saw in men who went through the PLUS program during my time at Wabash Valley and Putnamville", said IDOC Commissioner Bruce Lemmon. "However, I'm concerned about the literally thousands of men and women who come to IDOC but don't have enough time to complete PLUS. I want our minimum security offenders to be able to make a positive choice for their future."

To meet this need, the Reformatory Residential Re-Entry Program was launched in May 2011 at selected level one facilities. Participants are required to live in designated RRRP housing for a minimum of six months, stay clear of conduct, complete 125 hours of voluntary community service, pass all four core curricula, and display the core values of Honesty, Tolerance, Caring, and Personal Responsibility. Successful completion of RRRP makes an offender eligible for up to 90 days of additional earned credit time.

RRRP is open to offenders of any or no faith, and is available for women at Madison Correctional Facility and for men at Branchville Correctional Facility, Edinburgh Correctional Facility, Henryville, Indianapolis Re-



IREF staff celebrate with residents who graduated from the RRRP program in July.

Entry Educational Facility and the Westville Correctional Level One Facility.

The basic curriculum addresses key criminogenic needs of offenders. "Research shows that many offenders lack the interpersonal skills and positive values needed to be successful in today's world", stated Executive Director of Programs Jerry Vance. "RRRP gives offenders an opportunity to adopt a framework of values and the tools to respond in healthy ways to the challenges of life, both in prison and after release."

RRRP also helps reduce the cost of

operating our facilities. In the first 11 months of 2012, 359 RRRP graduates were awarded a total of 1030 months of additional earned credit time. In addition, their community service benefits the facilities and communities. "Our RRRP participants are our go-to guys" according to Edinburgh Superintendent Fran Osburn, "whenever we have something that needs to be done quickly, and done right, we look to our RRRP guys. They are really having a positive impact on the facility."

For more information about RRRP please contact Dr. Stephen Hall at [sthall@idoc.in.gov](mailto:sthall@idoc.in.gov). ■



RRRP graduates from IREF stand by the Core Value Pillars of the program.



# Beating the Odds

By Kevin E. Dedore, Canadian Federal Correctional Officer

Preprinted with permission from Corrections.com - [www.corrections.com/news/article/30096-beating-the-odds](http://www.corrections.com/news/article/30096-beating-the-odds)

We face some of the ugliest statistics of mortality as correctional officers. Perhaps you have seen these, they are fairly commonly cited online in other articles, but just in case you need a reality check here it is:

- Correctional Officers (CO's) have the second highest mortality rate of any occupation.
- 33.5% of all assaults in prisons and jails are committed by inmates against staff.
- A CO's 58th birthday, on average, is their last.
- A CO will be seriously assaulted at least twice in a 20 year career.
- On average a CO will live only 18 months after retirement.
- CO's have a 39% higher suicide rate than any other occupation,
- And have a higher divorce and substance abuse rates than the general population.

## Sources:

*"Stress Management for the Professional Correctional Officer"*, Donald Steele, Ph.D., Steele Publishing 2001 "Corrections Yearbook 2000, 2002", Criminal Justice Institute, Middletown, CT  
*"Sourcebook of Criminal Justice Statistics 2003"*, Bureau of Justice Statistics, 31st edition, NCJ 208756  
*"Suicide Risk Among Correctional Officers"*, Archives of Suicide Research, Stack, S.J., & Tsoudis, O. 1997 Metropolitan Life Actuarial Statistics, 1998 Society of Actuaries, 1994.

It is important that officers take these statistics seriously when considering lifestyle choices that could tip the scales more favorably for them. Though I suggest these statistics need some consideration, one needs to be aware of "self-fulfilling prophecy affect". That isn't what we want here! Do not think for even a moment these



An officer walks the range at the Reception Diagnostic Center.

should ever be considered acceptable or normal. We want to be the exception now as well as in the near and far futures alike!

We need to take action now. What is the single most important thing that should be the focal point of a correctional officer's existence? It could be many things but most will rightfully say it is the wellbeing of their family and a close second place going to a happy, healthy and long retirement. I couldn't agree more!

I recall hearing some advice years ago from a bitter old guard that was one of my best teachers. He said, "I want the service to pay me forever—I will not die early and let them off the hook that easy." Though this might be a little jaded in thinking, he had a very good but skewed way of looking at the virtues of long living and being rewarded for his long 35 years of service.

I have also talked with far too many younger officers that have just begun their career. They hate their lives so much they are almost guaranteeing the bad outcomes presented at the beginning of the article. Some commit suicide on a weekly plan by the amount of alcohol and tobacco they consume. Many don't exercise, get enough sleep or watch what they eat and wonder why they feel so poorly. The worst thing I see far too often is officers that are so fixated on

getting out of the system and retiring (usually early but not always) that they wish their lives away. This in law enforcement circles is called 'ROD' or retired on duty. This person is a burn out that wears a uniform and doesn't do the work expected of him or her. He or she is held captive to this dysfunctional state by one or more of the factors mentioned. Not surprisingly the ugly stats at the beginning are all about those types. To top matters off, working with ROD's makes everybody else's job harder and more dangerous because you must take up their slack, often times at the expense of having nobody watching your own back.

The ROD is an example of living life poorly, with the illusion that retirement will make things glorious. That is the Grand Illusion. For those types the only thing for certain is that they are probably going to have more free time in retirement to suffer more. Very sad!

So how do we take the action? There is no one simple answer. The answers are as unique as the individual but the best generic aspects would be:

- You must start fully living your life in the now and as hard as it might be for some, start looking for healthy ways of finding happiness.
- Realize that these are your golden years of health. Aging doesn't need to be a debilitating disease and making good choices now will slow the bad effects quite significantly.

Remember that even though you will someday have to hang up your armor and weapon, it is just that—tools of your job. You will have completed one section of living and then it's on to the next one. Retire from the correctional service, not from living! Have a good plan and enjoy with your family, friends, and loved ones the longest

Article continued on page 5

# County Council Recognizes IREF in Special Resolution

By Gaylie Cotton, Public Information Officer, Indianapolis Re-Entry Educational Facility

On Monday, May 14, the City County Council of Indianapolis and Marion County recognized the Indianapolis Re-Entry Educational Facility (IREF) as a community partner for its volunteer efforts and involvement with the surrounding neighborhoods. In Special Resolution No. 23, 2012, sponsored by Councilors Brian Mahern, William Oliver, and Zach Adamson, president of the Near East Side Community Organization, the Council extended its appreciation and gratitude to IREF and recognized the value the facility brings to the community.

IREF, which houses adult male offenders incarcerated within the Indiana Department of Correction (IDOC), transferred to its current location at the site of the former Indiana Women's Prison in December, 2009, amid concerns from surrounding neighborhoods and communities. As a result of discussions among IDOC officials and neighborhood residents, in July 2009, the IDOC discontinued previous plans to include a men's work release center on the site and assured residents that no sexual predators would be housed at IREF.

Immediately after transferring to Indianapolis, IREF reached out to Willard Park, St. Clair Place, Woodruff Place, Holy Cross, and other surrounding communities and began working alongside their neighbors, cleaning up the neighborhoods, removing tons of trash from streets and alleyways, and refurbishing dilapidated houses.



IREF Superintendent Keever addresses council members.

Over the years, IREF assisted in pre-paring for major events taking place in the neighborhoods, including the NESCO Feast of Lanterns, Woodruff Place Flea Market, Keep Indianapolis Beautiful Great Clean-Up and Adopt-A-Block programs, East Side Legacy Center & Super Bowl Host Committee projects, and Habitat for Humanity building projects.

IREF Superintendent Steven H. Keever, facility staff, and three IREF residents were present at the city county building to accept the distinction. "The Indianapolis Re-Entry Educational Facility is proud to accept the honor of recognition by the City County Council of Indianapolis," Keever said. "This award reflects the hard work and dedication by staff and residents to be a good neighbor and provide assistance and service to our communities."

Richard Rosales, community involvement coordinator at IREF, thanked the Council for their recognition, and related information about IREF's volunteer program and other upcoming projects in which IREF residents will participate. "I appreciate Councilman Adamson for introducing the resolution and the City Council for supporting it. The partnership IREF has with the community speaks to the mission that the IREF Administration and the Indiana Department of Correction have about re-entry," Rosales said. "The service projects allow residents to make a positive



Councilor Zach Adamson (center) introduces Special Resolution No. 23 to committee members, recognizing IREF for its volunteer efforts in the community. (L to R): Councilors Mathern and Oliver, IREF Superintendent Keever, staff, and residents watch.

impact in the community and take ownership in the beautification efforts."

Resident Tomaj S. has participate in over 32 cleanup crews and plans to continue giving back to the community in which he will return. "I took a lot from my community. Cleaning up the streets and helping to beautify the neighborhood, makes me feel good," Tomaj said. "I am thankful for the opportunities to do something nice, to give back." ■

## Beating the Odds

Article continued from page 4

happy and healthy retirement that you possibly can.

Editor's note: Corrections.com author, Kevin E. Bedore has 22 years experience in law enforcement, 18 as a Canadian Federal Correctional Officer. He began writing as a form of personal therapy to combat the negative effects that the correctional environment was having on him. He then realized that he had discovered something truly amazing that definitely needed to be shared with other officers facing the same challenges he had. ■



## Building a Partnership

By Nick and Jamie Zellers, Case Work Managers, Branchville Correctional Facility

When thinking of successful partnerships, Lewis and Clark, Hewlett and Packard, or Lennon and McCartney may come to mind; however, the Indiana Department of Correction and the Indiana Department of Natural Resources may not. Odd, you may think, these two very different agencies partnering, but not to John Seifert, Director of the Division of Forestry, and Gil Peters, Superintendent of Branchville Correctional Facility.

With a massive workforce that comes inherit with a prison facility, Superintendent Peters has always sought to create jobs where the offender population can assist in reducing the financial impact of incarceration to the State of Indiana. With primitive tent camping on the decline, Mr. Seifert was seeking an opportunity to increase visitation at state forests while incorporating a more cost-effective way for people to experience nature. Driven by a common mission, these two large public service agencies joined

forces to more effectively serve the community. The product of these ideas and partnership led to the creation of rustic cabins seated deep in the state's parks to be enjoyed by all.

The Division of Forestry provides the array of materials and funding needed to produce and transport the cabins above and beyond the pine logs which are harvested from Branchville Correctional Facility's land. Branchville also contributed the offender labor and the supervisory team needed to manufacture the cabins within the



Cabins being constructed inside Branchville Correctional Facility.



One of the finished cabins sits by a lake in an Indiana State Park.

fenced perimeter. A total of seventeen cabins have been constructed and distributed between Deam State and Starve Hollow Recreational Areas. An additional eight cabins were delivered to Starve Hollow this past summer. When the two agencies sought means to better serve the community, they reached out and shook the hand of opportunity. Together, they have met their goals, achieved the agencies' mission, and fostered a partnership allowing them to excel in serving the residents of Indiana. ■

## Governor Daniels Makes Final Prison Visit for CLIFF Graduation

By Heather Robertson, Public Information Officer, Rockville Correctional Facility

On October 24, 2012, Governor Mitch Daniels attended the graduation ceremony for the CLIFF (Clean Lifestyle is Freedom Forever) program at the Rockville Correctional Facility for the final time before leaving office. The governor spoke to the graduates and personally congratulated them on the completion of the nationally recognized therapeutic community. He also commended the Rockville Correctional Facility and the Department of Correction for meeting his challenge of a "Meth-free Indiana" by establishing the CLIFF program soon after he took office almost eight years ago.

The CLIFF program at the Rockville Correctional Facility was recently awarded the Exemplary Offender Program award from the American Correctional Association. The CLIFF program boasts a recidivism rate of approximately 18% while the state recidivism rate is 38%. The program at RCF is based on 24/7 programming that focuses on intense treatment of trauma recovery and addiction issues specific to female offenders. ■



Governor Daniels speaks to offenders at the Rockville CLIFF Graduation.



Officer Benjamin Cheatham



In Honor of Those Who Serve

## In Appreciation of Putnamville Correctional Facility Military Personnel and Families

By Alisia L. Lawrence, Public Information Officer, Putnamville Correctional Facility

**S**uperintendent Stanley Knight and staff at the Putnamville Correctional Facility extend their appreciation for services rendered by Putnamville Correctional Facility military personnel and their families.

Correctional Officer Benjamin Cheatham, 23, from Cloverdale IN., was deployed to Kuwait on May 16, 2012, for his second tour of duty, with the Army, 221st Ordnance Company, Ammo/Modular Division. Cheatham began his career with the Putnamville Correctional Facility on July 11, 2011.

Correctional Officer Mangal Kalsi, 40 from Brazil, IN., was deployed to Iraq from 2006 to 2007 and is currently on active duty with the Army National Guard, Company- B, 38th Main Support Battalion stationed in Edinburgh, IN. Kalsi has been employed with the facility since June 21, 2004.



Officer Mangal Kalsi

"Thank you to all who have left the safety of their homes to protect our country and thank you to the family members left behind who carry on in their absence," said Knight. "In memory of those who have given their all to preserve our way of life, we extend our gratitude and condolence to the family." ■

## What? Don't I Look Like a Soldier?

By Gaylie Cotton, Public Information Officer, Indianapolis Re-Entry Educational Facility

**I**t has been many, years since I separated from the U.S. Air force (USAF)— just prior to the birth of mine and my husband's first child—but I am just as proud of my military service today as I was when I was on active duty.

I still have my uniform, though it no longer fits. I also have the uniforms of two of my brothers—a U.S. Marine Corp suit with full regalia, a set of Air Force battle dress uniform, and dress blues. I often wear my brother's USAF shirt. In fact, I wore the shirt one day during Correctional Professionals Appreciation Week at IREF.

That day, I was approached by a former military person/IREF staff and was told that it was highly discouraged for anyone to wear parts of the military uniform if it did not belong to them, especially if they did not serve in



Gaylie Cotton with a Sergeant at George Air Force Base Hospital in California.

the military. I had never heard that before, but that does not mean it is not so. I was a bit taken aback with his emphasis on the word especially, but I have a lot of respect for this person, so I did not interrupt him as he went on about uniform regulations.

I wanted to tell this person four of my father's children were active duty in the United States Army, Air Force, and

Marines (one retired, one still active duty) when President George H. W. Bush ordered the organization of Operation Desert Shield in response to Iraq's invasion of Kuwait on August 2, 1990. And that by the time President Bush had given orders for U.S. General Norman Schwarzkopf to lead U.S. troops and the international coalition in an attack on Iraqi dictator Saddam Hussein's army on January 17, 1991, three of my father's sons had already deployed overseas to U.S. bases in support of Operation Desert Storm. I, the fourth child, remained on orders with a team to deploy with George Air Force Base's 35th Medical Group Air Transportable Hospital should the need arise. I earned the right to wear this shirt!

Thankfully, all my brothers came home safely. My family celebrated

Article continued on page 14





## Putnamville Expands Recycling Program

By Alisia L. Lawrence, Public Information Officer, Putnamville Correctional Facility

The Putnamville Correctional Facility continues to raise the bar for going green in prisons through recycling. Superintendent Stanley Knight encourages the expansion and development of programs that promote economically and environmentally sound practices. As a result, the newest project on the horizon is the development of a rain conservation system. "We plan to be fully operational by Spring 2013," reports Knight, "and anticipate a savings during the peak summer months."

Rain conservation has become an important subject in the global warming discussion. Reuse of rain water can save money, provide irrigation water when water restrictions

are in place, help to control flooding during heavy rains, and divert water from storm drains decreasing the impact of run-off into our streams and rivers. The collected rain will be used at the facility to water flowers, gardens, plants grown in the horticulture program, wash vehicles and countless other tasks that require the use of water.

Not only is rain at the forefront of recycling, the Putnamville Correctional Facility recycles a variety of items ranging from food scraps, sawdust and bicycle parts, to animal by-product. Thirty-three thousand pounds of food and 19,000 pounds of sawdust have been recycled along with bicycle parts used to refurbish 613 bicycles



Future Farmers of America (FFA) from across the United States toured the Putnamville Correctional Facility in October to learn about the facility's greening efforts.

for community use. Staff collected over 140,000 pounds of animal by-product, from the Putnam County Fairgrounds resulting in a significant savings in hauling and dumping fees for the county while supplying the facility with compost filler used to fertilize soil that grows wildflowers for seed to plant along Indiana roadsides.

Recycling has afforded the opportunity to increase the number of offender jobs, teach the offender a marketable job skill in the green industry and generate revenue for the facility, while providing an invaluable service to the community. ■

## IDOC Receives National Award for Sustainability

In November, correctional practitioners from across the country gathered in Plainfield, IN for the Second National Symposium on Sustainability in Corrections, co-hosted by GreenPrisons and the Indiana Department of Correction, to learn about and discuss the utilization of sustainable products and services in the corrections profession.

During the conference, GreenPrisons presented Indiana Department of Correction's (IDOC) Commissioner Bruce Lemmon with the first-ever Rees-Stalder National Award for Sustainability in Corrections. The award recognizes the IDOC's efforts toward creating sustainable practices across all state facilities and for its close collaboration with GreenPrisons, supporting the organization's efforts to promote sustainability in corrections.

The IDOC has become recognized as the national leader in sustainable practices, programs, and construction in corrections. Department-wide efforts have led to a culture of conservation and environmental responsibility and reduced operational costs. IDOC Commissioner Lemmon stated, "The greening of correctional facilities is the responsible thing to do, and the Department is proud to be on the forefront of this important initiative."

Some of the IDOC's greening initiatives include, but are not limited to, rain water collection, recycling, wind and solar energy collection, energy-efficient lighting, water conservation, and bio mass boilers. The Department's recycling programs generate revenue to sustain each program, while reducing disposal costs, and water conservation efforts



Photo Credit: Karen Hernandez. (L to R): IDOC Commissioner Bruce Lemmon, Ron Greschner, CEO of 4 Beginnings, Tommy Norris, President of GreenPrisons.org, and Daron Hall, ACA President and Sheriff of Davidson County, Tennessee.

have resulted in a savings of 1.6 million gallons per day across the Department. Further efficiencies have saved millions of dollars in natural gas usage, sewage disposal, electrical usage and all other utilities.

Article continued on page 9





An offender collects trash for recycling from a housing unit at Wabash Valley.

## Wabash Trash Talks Green

By Jacquie Mize, Case Work Manager, Wabash Valley Correctional Facility

**T**he Wabash Valley Correctional Facility (WVCF) loves its trash and for a good reason-it pays! Wabash has gone full speed ahead with its recycling programs and the effects have been dramatic. According to Superintendent Richard Brown, WVCF has increased the amount of recyclables by 60% from this time last year. The revenue generated from 2011 recycling efforts brought in \$5,163. So far this year it has generated \$8,204 and counting. WVCF also weighs in by recycling 238, 287 lbs. of trash for the first quarter, second place in the Department (and you know what they say about being number two). Wabash has always recycled cardboard, shredded paper and the like to the tune off about \$600 a month but now Superintendent Brown, who has championed recycling, has proven that recycling simply makes good sense!

Wabash Valley staff and offenders alike have been doing their part in the facility's recycling endeavors. Containers have been placed in

each housing unit and staff have access to centrally located containers throughout the facility. It is such a simple task to throw away pop cans and plastic bottles in a designated container (we have to throw it away anyway!) yet it yields such great results. We separate and sell the stuff to recycling centers that give us the best price. This has resulted in the creation of offender jobs for separating and moving materials, four and counting. Metals, for example, are being separated into types (i.e. copper, aluminum, etc). This practice is expected to generate larger sums than if sold in bulk with all types of metals mixed in. A recent sale of metals brought in \$3,500. This same amount, all mixed together and not separated, would only average \$300.

A fair estimate by our Physical Plant Director Roger Dagley would be for the facility to generate \$30,000 this year as we focus our efforts on best recycling practices.

Offender Lee Murphy said "I like to recycle because it helps the

taxpayers and our housing unit." Murphy said there even seems to be a friendly "who collects the most recyclables competition" in the housing units. Recycling is a win-win situation, waste disposal costs decrease, revenue from recycle sales increase, trash is diverted from landfills. Here are some interesting and disturbing tidbits about recycling:

1. Recycling one, aluminum can saves enough energy to run a television for three hours.
2. Each year, Americans throw out enough soda pop bottles to reach the moon and back-twenty times.
3. It is common to hear that the Fresh Kill Landfill in New York and the Great Wall of China are the only two man-made objects that can be seen from space!

Oh and another recycling plus? Revenue generated from our recycling programs is managed by the facility to purchase needed items we might not be able to get otherwise. ■

## IDOC Receives National Award for Sustainability Article continued from page 8

In addition, these efforts have produced nearly 700 offender jobs within the facilities, providing offenders with marketable, green job skills that can be utilized upon their release. "Helping offenders learn to think beyond themselves by making efforts to sustain the earth for future generations is one of many positive outcomes from the Department's sustainability efforts," added Commissioner Lemmon.

Over the course of the four-day

conference, attendees participated in workshops and heard from various speakers on current and new sustainability solutions and green prison programs from across the country. The conference concluded with over 50 participates from several states touring the Pendleton Correctional Facility to learn about the facility's recent greening efforts, including compost, recycling, and bio mass energy generation.

About the Rees-Stadler Award

Named in honor of retired Commissioner of Corrections in Kentucky John Rees and retired Secretary of Public Safety and Corrections in Louisiana, Richard Stadler, the Rees-Stadler award acknowledges the significant contributions of both these correctional leaders in bringing the advantages of sustainability to corrections. Rees and Stadler were instrumental in the creation of the American Correctional Association's Clean and Green Committee. ■

# 2013 Indiana General Assembly Session PREGAME PREDICTIONS

By Tim J. Brown, Esq., MPA, Director of Legislative and Policy Services



As the Department prepares for another legislative session there has been some indication of likely topics that the General Assembly will address in regards to public safety. One comes as a result of news media attention and public sentiment as it relates to the application of earned credit time. This issue was a topic in the Criminal Code Evaluation Commission (CCEC) and lawmakers gave every indication that in the upcoming session they would reduce the use of credit time. The CCEC will introduce a large bill aimed at sentencing reform, which looks at changing the criminal classes from six to seven and hopefully will address sentencing ranges and advisory sentences. Weights for possession of drugs will be revisited and zoning enhancements will have a proposed reduction. Issues such as the habitual offender statute and the suspend-ability of charges will also likely be discussed. All of the changes that will be proposed will have to be analyzed

to determine the impact on the Department both present and future.

Another likely issue may deal with Juvenile Blended Sentences. This concept was a piece of legislation that had a lot of support last year, but did not make it through the whole legislative process. Hopefully the Juvenile Judges will carry an amended proposal based upon the legislation raised last year.

As the Sentencing Policy Study Committee addressed the Sex Offender Registry Issues during the interim study committee period, it is likely that a bill to clarify and/or address some of the concerns produced by recent media coverage over the sex offender registry will be proposed.

There will likely be legislation which expands certain criminal penalties or the addition of new crimes based upon issues which were raised in different

localities. Typically outside of providing the impact of the laws on the Department's ability to operate, the IDOC tends not to take a position, but a main focal point for the Department will be to emphasize the appropriate placement of offenders. Those offenders who are less of a threat to society and can be treated in the community through Community Corrections or Probation should use this avenue.

With all this said, it is really too early to call which issues will move forward towards becoming law or if some of these issues will even get a hearing. Nevertheless, I plan to keep you abreast of the changes which will affect the agency as they are marshaled through the legislative process, so stay tuned. ■

## BMV Mobile Unit

By Elizabeth Johnson, Program Director, Parole and Re-Entry Services Division

Since 2009, the Indiana Department of Correction has partnered with the Indiana Bureau of Motor Vehicle (BMV) in obtaining viable identification for released offenders, a vital tool for successful re-entry. In 2011, 2,999 offenders received state identification from the BMV mobile unit that travels each week to facilities across the state to assist eligible offenders in obtaining identification.

In November, the BMV mobile unit made its final trip of the year to Plainfield Correctional Facility, bringing the total of IDs issued to 5,432! The BMV was pleased with many of our facilities in ensuring that this project

goes smoothly.

More than 1000 of the offenders that were processed already had valid driver's license, so the BMV staff along with IDOC assisted the offenders with how to obtain their duplicate valid driver's license.

Recently, the BMV was overwhelmed with letters from offenders requesting copies of their driving records. In June 2012, IDOC staff were trained by BMV staff on how to read and print driving records for our population. Since the training in June, over 200 driving records have been printed.



Liz Johnson assists an offender at the BMV mobile unit during a stop at Edinburg Correctional Facility.

The Department is really excited about our partnership with the Bureau of Motor Vehicles. They have helped us minimize one of the barriers that cause our population to return. ■

# Education Opens Doors to Success

By Valerie Fenyn, University of Phoenix

**C**ontinuing your education can expand your career opportunities and enhance your workplace performance. Yet while many professionals know they need a degree to reach their goals, they believe going back to school while working full time would be just too difficult.



Esther Hinton, Contract Monitor for the Indiana Department of Correction.

To help you reach your professional goals, the Indiana Department of Correction has teamed up with University of Phoenix to offer tuition assistance and other educational benefits. As a leader in innovative education solutions, University of Phoenix offers the support and flexibility needed to help working learners earn college degrees.

One University of Phoenix success story is Esther Hinton, a Contract Monitor for the Indiana Department of Correction. Once a correctional officer, Esther dreamed of becoming a facility Superintendent. She knew she would need more education to pursue her dreams – but as a single parent of four, she didn't know if she could successfully earn a college degree while working full time.

"I constantly went to supervisors asking for more training," Esther says. After getting promoted to sergeant, then lieutenant, she says, "I realized I needed to get started on my education."

She knew that the Department of Correction had an education partnership with University of Phoenix but researched other universities anyway. Still, she discovered that

"I'm making a strong partnership between the Department of Correction and the medical field that's very important," she says. "I have to be confident in what I'm doing."

University of Phoenix offered the most information. "Every question I had, they had an answer or knew where I could get the answer," she recalls. "They work with you so much."

## Real-world classes, workplace rewards

As a student, Esther discovered that her coursework was flexible enough to accommodate the demands of her family and career. "The program itself was an online program which was excellent for me, being a single parent of four kids and working a full time third shift job," she says. "It was easy to fit it into my schedule."

She also noticed that her classes offered practical knowledge and skills she could apply at work. "I took an internal affairs course that taught me how to interview an offender, what to look for," she remembers. She also found a class in facility security highly valuable. "Most of what I learned there, I took it in and applied it to that area of my work field when I was just a team member, and that's probably the reason I became the coordinator."

Today, Esther audits the medical services of eight correctional facilities, working with everyone from facility Superintendents to staff to vendors to make sure offenders get the medical care they need. It's a critical job

that demands the right balance of leadership, communication skills and attention to detail – all of which Esther has, thanks to her degree.

"I'm making a strong partnership between the Department of Correction and the medical field that's very important," she says. "I have to be confident in what I'm doing."

## Critical partnerships

Esther admits that coworkers have approached her for advice on changing or expanding their career paths. She offers them plenty of encouragement, telling them, "If you want to be a supervisor, you need to go out and get a degree." As the first of thirteen siblings to earn a college degree, she says that her experience motivated her brothers and sisters as well. "It inspired them, knowing they could always go back and do it," she says. "You're never too old to get a degree."

As for her goal of becoming a facility Superintendent, Esther is confident that she is one step closer to reaching it. "Education opens so many doors," she says. "It's given me a confidence that I can go wherever I want."

To learn more about Indiana Department of Correction's partnership with University of Phoenix, visit [www.phoenix.edu/IDOC](http://www.phoenix.edu/IDOC) or call 866.354.1800. ■



# Big Moves: Therapeutic Community at WCC Expands to Educational Complex

By Tom Patterson, Case Worker, Westville Correctional Facility

One of the biggest offender moves ever at Westville Correctional Facility took place in August as the Therapeutic Community moved from the General Service Complex (GSC) to the Educational Complex. Offenders could be seen coming into the daylight from depths of the facility carrying all they possessed in big clear plastic bags. Under the careful eye of custody staff, with K-9 units on hand, the offenders walked to their new digs in D and E dorms—by the end of the day some 640 strong.

These offenders may not realize that they have entered a changed complex and orientation, at least if Director of the Therapeutic Community Lynda Sward has anything to do with it. She says she sees the whole complex changing focus; “The program is bigger, better and more in-depth.” Indeed, the therapeutic element has increased by 200 participants and educational opportunities are now greater. In fact, education is an essential component to the program. The offenders are encouraged to take GED, Vocational and Re-entry programs in an effort to expand their chances for success on release. “These are all fundamentals of finding employment and contributing to the community,” she emphasized. “They no longer may be governed by their past history.”

To facilitate these goals, clinicians or counselors will be located with their caseload of offenders on each dorm and will have the support of

University of Notre Dame’s “Father Jim” who has an office in the complex and will conduct group sessions.

The move went very smoothly with veteran staff on hand, like Captain Julian Rogers who said getting to the new dorm was the easy part, but finding their beds and adjusting to their new environment was more difficult. Still, it was business as usual. Most offenders seemed to take it stride, with a bit of the usual grumbling too.



TC offenders at WCC, along with their belongings, move to their new home in the Educational Complex.

The Therapeutic Community will remain self-contained and separate from general population with substance abuse treatment around the clock. The programming will stay the same and as before, as an agent of change built around themes of brotherhood, correct living, membership, accountability,



Lynda Sward, Director of the Therapeutic Community at Westville, sees the whole complex changing focus.

community interaction, sharing and group responsibility.

Participation is mandatory and monitored. Offenders are projected to be role models, give feedback to each other and live in a positive way. “It’s a close-knit community where offenders are assigned job rolls and expected to lead—just like the

real world,” said Sward. They are held liable with a mandate to complete the program, and where they may for the first time ever complete such an endeavor, and take pride in it.

“It’s also one where the rules apply and where there is no violence, threats or intimidation, no trading, stores, gambling, new tattoos or gang activity. The structure is rigid and offenders are held responsible,” according to Sward.

The slate of offered electives is unexpected, such as a seminar on Shakespeare or music appreciation. There is also serious study of empowerment or family reintegration or opportunities to participate in Spanish, attend Catholic Mass or AA, do Bible study, learn computer and the list goes on. In the end there are significant awards—for some the biggest—a six month time cut—but it is hoped for all a lifelong dedication to more responsible living. To gain these benefits offenders must demonstrate competency of the “entire mainstream portion” of the program, a tall order but one that serves all—the offender and the public extremely well and successfully. ■

# The Race for the Cure is the First Walk for the Healed

By Heather Robertson, Public Information Officer, Rockville Correctional Facility

In 2008, Peggy Solomon was diagnosed with breast cancer. That same year, Peggy Solomon became a breast cancer survivor. Since that time, she has never participated in the Susan G. Komen Race for the Cure. This year, each facility in the Department was challenged by Chief of Staff Copeland to have the most participants on a team to represent the DOC in the walk. Rockville Correctional Facility staff have never backed down from a challenge. So, officers Deb Ford and Angie Branham decided to form a team to walk for their co-worker, Peggy Solomon.

With 19 staff, friends and family out of the 76 members of team DOC, Rockville won the DOC challenge with the most participants in the Race for the Cure. More importantly, the Race won another survivor in Peggy Solomon. She



Pictured (L to R): Officer Cindy Spurr, Officer Deb Ford, Officer Peggy Solomon and Officer Angie Branham.

states, "It was the first time I had ever participated in the Race for the Cure and I will go back". The highlight of the walk for the Rockville team was when the team went to the survivor tent so that Officer Solomon could receive her survivor medallion. The tent was closed because they had run out

of medallions. At that same time, two unknown walkers happened by the tent and donated one of their medallions to Ms. Solomon.

Peggy says she had a great time with her co-workers and friends and was pleased to participate in supporting such a wonderful cause. The Susan G. Komen Race for the Cure has been in existence since 1983 with the first race of 800 people in Dallas, Texas. Since that date, it has grown to over 150 races with 1.6 million participants on four continents.

Not pictured are the other participants for the RCF Team: Officer Peggy White, Deb Hall, Officer Raye Brown and her four children, Kathy Dressler and two children, Officer Brandy Patrick, her mother and two children and Officer William Jones. ■

# Taxpayers Profit from IDOC DNR Partnership

By Neil Potter, Public Information Officer, Pendleton Correctional Facility

Indiana tax payers were the big winners as the result of collaboration between the Indiana Department of Correction (IDOC) and the Indiana Department of Natural Resources (DNR).

The idea and impetus for the project began with a meeting between IDOC Director of Construction Services Kevin Orme and Pokagon State Park Property Manager Ted Bohman. According to Mr. Orme and Mr. Bohman, DNR had budgeted \$143,000 for the refurbishing of 25 pontoon docks that are used in Indiana's State Parks. As the result

of this meeting, arrangements were made to have half of the pontoon docks taken to the Pendleton Correctional Facility (PCF) to be dismantled and refurbished by offenders at a significant cost savings to the state. The remaining docks were refurbished this fall during the second phase of the project. "The fact that the work was done inside the walls of the Pendleton Correctional Facility makes this project unique," expressed Kevin Orme. According to Orme, "the docks were removed from the water by DNR equipment, transported to PCF by IDOC Construction Services semis, and



The work done by Pendleton offenders to refurbish the Pontoon docks saved taxpayers approximately \$123,000.

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# Correctional Training Effectiveness: OJT Program Redefined

By Greg Brown and Philip Sonnenberg, Correctional Training Officers, Correctional Training Institute

The Indiana Department of Correction has embarked on a strategically bold initiative in correctional training effectiveness with an On-the-Job Training (OJT) Program. The program, originally developed by the National Institute of Corrections, was a pilot program at some facilities about two years ago. The program was established to provide a standard OJT program for the Department to include new employees, promotions, transfers, demotions, and shift changes.

Strengths and weaknesses were identified during the pilot program, and some minor changes were initiated resulting in a significant change in employee retention. Employees reported feeling more confident in performing their jobs as a result of participating in the program, while facilities benefit from better trained staff.

The program is a four week (phase) program with specific OJT task sheets which are completed during each week (phase). Upon successful completion of the program, new staff are no longer in a trainee classification and attain Correctional Officer status. The training is supervised by IDOC certified Field Training Officer (FTO) Trainers who are assigned to the trainees during the duration of the four phases of the training.

Some additional characteristics of the program include:

- One-to-one instruction: teaching the OJT modules is most effective with 1:1 instruction.
- Competency-based education: the focus is on staff developing competency in skills. Staff progress at their own rate of learning. Some staff may participate in the program longer, but emerge with confidence and

- competency in their skills.
- Risk-free learning: the "trainee will not fail" is the theme of the program, thus anxiety is significantly reduced. Risk is reduced due to staff being able to practice skills and tasks prior to testing, and the Field Training Officer (FTO) is available to coach the trainee. Trainees can get assistance from other staff. The program is designed so the student cannot fail.
- The program proceeds at the learner's pace. Custody staff need to learn about 200-250 tasks/skills, and staff learn at different rates. The OJT program accommodates those who learn physical skills faster or slower than the norm.
- Confidence: The program is designed beginning with simpler tasks first and builds to more complex tasks. Mastering simpler tasks first builds confidence as staff develop more complicated

tasks/skills progressing through the phases.

The results of the OJT program reflect an increased retention of staff with the added value of confident, competent correctional employees. Ultimately, security and safety of staff, offenders, and the community are enhanced by the OJT program.

The IDOC OJT program will continue to expand in the area on non-custody classifications in the near future. The commitment of staff to the program and benefits of the program continue to create a more positive environment for staff to work in and a more positive environment for offenders.

The Indiana Attorney General's Office and several county law enforcement agencies have requested the IDOC OJT program. The IDOC continues to be a leader in innovative and evidenced-based practices in the field of corrections. ■

## What? Don't I Look Like a Soldier?

Article continued from page 7

this great occasion. My father was proud. My brothers were proud. I was especially proud of not only my brothers, but of all the men and women who served their country during the times of war and of peace.

That is what I wanted to tell this person, but instead I announced I was keeping the shirt on, and that I did serve in the U.S. Air Force, to his surprise. I do not know why this person would assume I was not a veteran, or that I could not have been in the military. Maybe it is my hair locks, my quiet demeanor, and

my chipper attitude. On the other hand, maybe I just do not look like a soldier. Soldiers are supposed to be hard-nosed people, with short, cropped hair; people who bark orders and fit into a drill sergeant's persona. Who knows? Looks can be deceiving. It occurred to me that I may come off as a shy Nervous Nellie and a mat for people to walk over. If there is one thing I learned during my stint in the USAF, that how to be assertive. I can hold my own...while referring to them as Sir or Ma'am. Whether you look the part or not, I want to thank all U.S. veterans, staff and offenders, for their military service and sacrifice. ■



# HOPE for Offenders at New Castle Correctional Facility

By Thelma Nornes, Unit Manager, New Castle Correctional Facility

The inception of the HOPE Program began in January of 2011 when it was realized that over 300 offenders in the general population had serious mental health issues. Unit Manager Thelma Nornes, Assistant Superintendent Jennifer French, along with Mental Health Professionals Dr. Ruth Reeves and Kristin Johnson worked together on the program, which has become known as HOPE. HOPE stands for Holistic Oriented Progressive Environment. The HOPE program is currently located in J Unit and is restricted to one pod. Offenders who have difficulty adjusting to life in general population and who are coded as Mental Health offenders are evaluated by Mental Health staff at the facility. Upon their recommendation, Unit Team staff further evaluates the appropriateness of the offender for placement in the HOPE unit. Offenders who display the greatest need are then transferred to the HOPE unit. Offenders released from the facility Psychiatric Unit are often placed in the HOPE unit prior to integration as well.

The HOPE unit currently houses 52 offenders of which 21 are program aides who are above average offenders with no conduct history, have at least a GED/high school diploma, and have been trained through curriculum borrowed from Manchester University. Offenders housed in the HOPE unit are regularly evaluated by case management and mental health staff for progress in areas such as hygiene, conduct, medication compliance, and participation in programming. Empirical evidence is also being collected for evaluation. Participants are highly encouraged to enroll and participate in general population programs such as GED, Substance Abuse, Chapel Services,

and Recreation.

The program aides work with participants through in pod programming such as arts and crafts, effective communication, HOPE and forgiveness, personal finances, tutoring, one-on-one discussion, group discussions, current events, and facility life. Mental Health staff meets with participants three times per week for groups such as Boundaries, Anger Management, and Dialectic Behavior Therapy. Another program introduced for HOPE participants this year was Living with Chronic Illness, which was received with great success. The purpose of these interactions is to build skills which will enable HOPE participants to succeed in life.

HOPE participants have contributed to their community through donations of paper flower arrangements (which were used as centerpieces during a community advisory board meeting), handcrafted Mother's Day cards which were placed in the Visiting Room for use by general population offenders for their loved ones on Mother's Day, Flag Cases made from craft sticks for a Veteran's Day ceremony, and a miniature wooden motorcycle which was donated to the Christian Motorcycle Association. The HOPE participants also devised a Soap Box Derby track made from cardboard and cars made from craft sticks and one battery for weight. Over the 4th of July holiday, the races were on! The participants are working with their aides and recreation staff to challenge



Offenders in the HOPE program at NCCF constructed this Soap Box Derby track out of cardboard.

the general population next year!

Recreation Staff have also worked closely with participants over the past two months to organize the first HOPE softball team. The team has been participating in the facility softball tournament and is currently undefeated and number one in their division. Offenders and staff from all areas of the facility cheer for the HOPE team at their games!

The goal of the HOPE program is to gradually advance participants through the program in accordance with their individual accomplishments and skill levels. Currently, plans are in place to expand the program into an additional pod over the next month as there are more recommendations for placement than room in the current pod. Expectations are that the HOPE Program eventually will enlarge to include all of J Unit.

The past 21 months have proven to be successful and have given hope to offenders who were experiencing difficulty integrating into general population. ■

## Taxpayers Profit from IDOC DNR Partnership

Article continued from page 13

then moved into the facility where the offenders performed the work under the supervision of staff." Mr. Orme described the project as "a glowing example of inter-agency and inter-governmental operations" stating "what a 'win for the tax payers!'" Mr. Orme and Mr. Bohman report that what would have been a \$143,000 project so far has been completed by offenders at the facility at a cost of approximately \$5,000. Estimated total construction cost is to be under \$20,000 for the entire project, with an anticipated savings of \$123,000 to Indiana Taxpayers

Former Pendleton Superintendent Keith Butts reported that eight offenders representing the facility's "Over Age Forty Dorm" and the facility's "Purposeful Living Units Serve" (PLUS) Program, refurbished the pontoon docks under the supervision of maintenance staff member Walter Lane. "This provided a great opportunity for our offenders to render an outstanding public service and to give back to the community," stated Superintendent Butts. "Feedback from the public has been extremely positive," commented Superintendent Butts.

Some of the offenders assigned to work on the pontoon dock project were eager to share their thoughts and comments about their involvement. Offender Paul Wentworth stated that "getting to access the analytical portion of his mind, not used since college, was a welcome distraction," for him. "Having the opportunity to give back a little something toward a

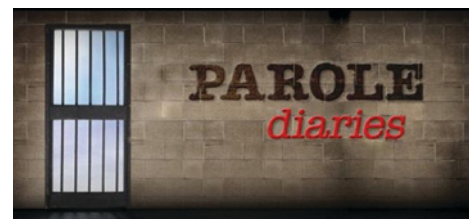


Pontoon docks that have been refurbished by offenders at Pendleton are ready to go back to Indiana's state parks.

good cause was a reward in and of itself," added Offender Wentworth. Offender Ayrton Salyors described the project as a "really positive experience that made him feel that he was accomplishing something worthwhile." Offender Jerry Price expressed thanks for the opportunity to work on the project which he described as "a great benefit for him and so many others as well." Offender Randy Nelson also described his involvement with the project as a positive experience. Offender Nelson expressed that his participation "helped him to understand that offenders, no matter what race or religious belief, can work together for a common goal."

"I want to express my appreciation to everyone that helped make this project so successful," stated Superintendent Butts. "We look forward to the possibility of working with DNR and other state agencies on additional ventures in the future that can serve to benefit the public and provide our offenders with meaningful work and training opportunities." ■

## Indiana Parole Agents Featured in New Documentary Series



**P**arole Diaries, a compelling new docu-drama that offers an unprecedented look into the lives of parole officers and the parolees they serve, premiered on September 12, 2012, on TV One. *Parole Diaries* follows nine dedicated parole officers of the Indianapolis Parole District as they tackle their most difficult and heart-wrenching cases.

The 13-episode series, produced by Towers Productions, offers a look inside the parole officers' day. From their desks riddled with necessary paperwork, to field work which often requires they be armed and outfitted in a bullet-proof vest, these agents must be prepared for the unexpected at all times. Viewers also meet the parolees these officers are dedicated to serve – from the moment they first meet their parole officer, through random drug tests, several evaluations, to surprise home visits – we see the struggles these men and women face to earn a second chance. Three film crews from Towers Productions followed the Parole Agents and their clients for 13 weeks to capture an insightful look into their daily lives and interactions.

"We are very proud of the unwavering

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# IDOC Pulls Donations for Special Olympics

On Saturday, August 25, more than 300 Indiana Department of Correction (IDOC) staff members, representing 17 teams, participated in the 2012 FedEx Plane Pull Challenge at the former Indianapolis International Airport.

Through various fundraisers and donations, the IDOC raised over \$30,000 for Special Olympics Indiana. While every IDOC team put forth a valiant effort to pull the 164,000 pound FedEx Boeing 757 across the tarmac, Putnamville Correctional Facility's team, The Dark Knight Rises, not only won the Public Safety category but also had the fastest time overall, pulling the plane 12 feet in just 6.026 seconds.

The Indiana Department of Correction has been a longtime supporter of Special Olympics and the FedEx Plane Pull Challenge. IDOC Commissioner Bruce Lemmon expressed his gratitude to staff who participated. "It is inspiring to see so many of our staff taking the day off to come out and

support a great cause and participate in this event. The Department is proud of our staff and their continued support for Special Olympics Indiana is a testament to their willingness to give back to the community."

Among the teams that participated from the Department were: the IDOC Special Emergency Response Team, Central Office, Parole Division, Reception Diagnostic Center, Indiana State Prison, Camp

Summit, Correctional Industrial Facility, Pendleton Juvenile, Rockville, Plainfield, Logansport Juvenile, Madison, Madison Juvenile, Miami, Wabash Valley, Putnamville, Westville, Pendleton, Edinburgh, and New Castle Correctional Facilities. Donations for Special Olympics also came from Henryville, Branchville, and Chain 'O Lakes Correctional Facilities. ■

All 17 IDOC teams pose in front of the FedEx plane at the 2012 FedEx Plane Pull Challenge for Special Olympics Indiana.



## Indiana Parole Agents Featured in New Documentary Series

Article continued from page 16

dedication and determination that our Parole staff exhibit in their work," says IDOC Commissioner Bruce Lemmon. "It is a tough job and oftentimes a thankless job, but as shown in Parole Diaries, our Parole Agents truly care about the success of their clients. We hope that through this show, people will have a greater respect for the service these men and women do for the State of Indiana and be inspired to help members of their community in their transition back into society."

Parole Diaries offers an uncensored

look at this uncelebrated and gritty corner of the criminal justice system. Each one-hour episode follows three dynamic parole officers on the job with the Indiana Department of Correction and the parolee – or client – they are serving. With cases that include sex offenders, convicted murderers and drug addicts, the work these officers perform is high on stress, low on glamour, and extremely dangerous. Yet, with each



Parole District #3 staff attended a premier party for Parole Diaries in September, hosted by Towers Productions.

case, there is the possibility of positive change and the emotional uplift from delivering a second chance. ■



# Compassionate Companions

By Amy Rollings, Unit Team Manager, Wabash Valley Correctional Facility

The Compassionate Companion Program (CCP) at Wabash Valley Correctional Facility (WVCF) was developed after the death of an offender who had lung cancer with no family or friends to visit him. Some of his friends from inside the prison asked to be by his side during the last days of his life and were permitted to do so. From that event, the Wabash Valley Correctional Facility Compassionate Companion Program started to take shape. An offender wrote a proposal in 2009 and worked with then Director of Nursing Marla Gadberry, now WVCF Corizon Health Care Administrator, to gain approval and begin the program. Their endeavor was successful, and in December of 2009 the first group of offender companions was trained and began volunteering in the infirmary.

Since then, the program has grown and developed into a service that helps all offender patients in the infirmary as well as providing end-of-life services. There are currently 12 offenders who serve as companions. Some of the activities that they help with include: reading to patients, assisting them in writing letters, pushing patients in wheelchairs taking them for walks, performing active and passive range of motion exercises, helping them in and out of bed, running errands, housekeeping chores, recreation such as playing games, providing company, psychological support, and assisting patients with activities of daily living under staff supervision.

The program has succeeded on many fronts. It provides company and care for the patients, helps staff provide the attention and care that infirmary patients need and even does the companions a world of good. They say it gives them a chance to help others because they truly want to, not because they have too, and it provides an opportunity to give back to the community. The companions



Compassionate Companions speak about the benefits of being involved in the program.

meet with staff once a month to discuss concerns and ideas, and they are continually coming up with innovative ways to interact with the patients in a positive way. The companions have even planned small celebrations and donated money and food orders so the patients can enjoy things their illnesses have taken away from them.

Two relatively new participants in the CCP program are James Embry and David Farrell. Offender Embry said that he joined the program because he wanted to be able to help other people and the goals of the program

are in line with his beliefs. His favorite part of the CCP program is spending time with the patients in the infirmary. Embry said that getting a chance to sit and talk with them and give them hope even though they are sick is rewarding to him. David Farrell decided to join the program because as a child he visited his grandmother in a nursing home and remembered that she didn't get a lot of attention or help. He reported that he is glad to have the opportunity to give something back to others because as a child a lot of people reached out and helped him. His favorite part of the program is being able to converse with the patients and let them know that they are not alone. Farrell said the program is a way for both the participants and the patients to build camaraderie and trust in an environment that normally doesn't foster such things. Offender Farrell said it's very rewarding to know that he's actually providing help to others, not just taking up space. Corizon's Marla Gadberry summed it up. "A wonderful program, excellent work, it raises their self esteem while helping patients through a very difficult time." ■



## In Honor of Those Who Serve

### Fallen Heroes Dedication

New Castle, Indiana (December 4, 2012) – Correctional Officer Timothy Betts was honored at the Indiana Department of Correction's (IDOC) Correctional Training Institute on November 29, 2012. Officer Betts suffered a fatal heart attack in the line of duty on August 26 of this year at the Wabash Valley Correctional Facility near Carlisle, Indiana. Officer Betts was 51 years old, and a 15 year veteran of the IDOC.

Family members, friends and IDOC staff gathered to remember and honor Officer Betts. Richard Curry, Executive Director of Staff Development Emergency Operations, welcomed everyone to the memorial service noting, "This is a bittersweet occasion. Mr. Betts is gone, but certainly not forgotten."

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## Fallen Heroes Dedication

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Pendleton Correctional Facility Honor Guard escorts Fallen Heroes Plaque into museum for display.

Superintendent Richard Brown, Wabash Valley Correctional Facility, reflected on the loss of Officer Betts and the impact of the loss on so many, "We are still grieving, remembering the good times and memories. He was well-respected, a mentor and a 'go-to' person for so many." Superintendent Brown went on to say, "The support from the IDOC and from across the nation during these trying times has been great."

Commissioner Bruce Lemmon echoed the sentiments of many of those attending the dedication, "It's bittersweet to have staff pass away in the line of duty. Mr. Betts was a dedicated family man, very much respected, and missed by so many."

An Honor Guard from the Pendleton Correctional Facility stood at attention while the name of Officer Betts was ceremoniously added to the IDOC Fallen Heroes Plaque. The plaque was escorted by the Honor Guard to the Reflections of Pride: The History of the Indiana Department of Correction Museum where the plaque will remain on display. ■

# IDOC & PEN Receive the Trailblazer and Innovator Award

By Becky Deeb, PEN Products, New Enterprise Development Manager, PIO

On July 23, 2012, the U.S. Department of Labor (USDOL) Office of Apprenticeship announced that the Indiana Department of Correction (IDOC) and its correctional industries program, PEN Products, was recognized as a 21st Century Registered Apprenticeship Trailblazer and Innovator. Indiana's correctional apprenticeship program practice, strategy, and partnerships demonstrate the kinds of innovation and trailblazing efforts that has had significant implications for Registered Apprenticeship in the 21st Century. In honor of this recognition, two representatives from PEN Products joined Secretary of Labor Hilda L. Solis as the USDOL commemorated the 75th Anniversary of the signing of the National Apprenticeship Act on August 1, 2012 in Washington, D.C.

The signing event and the recognition of the 21st Century Apprenticeship Trailblazer and Innovator was part of the National Education and Action Summit, "Out Educate, Out Build, Out Innovate", that brought together leaders, partners and stakeholders from throughout the National Registered Apprenticeship System. The National Education and Action Summit celebrated the role Registered Apprenticeship has played in training the U.S. workforce for the last 75 years and highlighted the role Registered Apprenticeship can play in training America's workforce for the next 75 years by featuring some of the innovative and trailblazing

programs, such as Indiana's, that are the foundation of the National Apprenticeship System.



"I congratulate both the staff of PEN Products and the Indiana Department of Correction for the outstanding efforts put forth providing Apprenticeship opportunities, preparing and equipping offenders for a successful re-entry and gaining national recognition," stated IDOC Commissioner Bruce Lemmon. "The Apprenticeship Trailblazer and

Innovator Award is well deserved for a program that has grown from infancy in 2006 to award winning in 2012."

"The Registered Apprenticeship program continues to innovate and play a critical role in preparing the workforce in the 21st Century. It plays a more critical role in training offenders, preparing them for post-release employment, and a successful return to the community. The Registered Apprenticeship program in Indiana will continue to grow with the continued support of the Indiana Department of Correction and the USDOL," comments Doug Evans, Director of Apprenticeship and PEN Products Operations Manager.

"PEN Products continues to prepare offenders for a successful re-entry back to the community. Apprenticeships are a key part of that preparation along with career development training and work that provides marketable skills," stated Mike Herron, PEN Products Director. ■



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